

Whistle Blower Policy

Eglinton St. George's United Church ("ESG") conducts its affairs with the highest degree of integrity and transparency, and requires all members of its staff, its congregation and others who are associated with ESG to behave, in matters relating to the church, in compliance with all relevant laws, codes and policies.

ESG will not retaliate, or threaten to retaliate, against any person (a "whistle blower") who reports or discloses, in accordance with this policy, any actions or behavior of another person which the whistle blower has a reasonable basis to believe are not in compliance with applicable laws, codes or policies.

The whistle blower shall report his or her concerns to the Chair of the Governing Council, who shall take appropriate steps to investigate the alleged misbehaviour. If the whistleblower requests that his or her identity be kept confidential, that request shall be honoured to the extent that this does not unduly hamper the investigation.

In this policy:

- "person" includes but is not limited to members of ESG's staff and of the congregation, adherents, other volunteers, tenants in ESG's premises and contracted service providers;
- "retaliation" includes but is not limited to disciplining, suspending or dismissing a staff member or contracted service provider; evicting a tenant; or intimidating, coercing or harassing any person.